

# Aruba Esso News

VOL. 17, No. 18

PUBLISHED BY LAGO OIL & TRANSPORT CO., LTD.

September 8, 1956

Finished Aug. 19; Signed Aug. 31

## LEC-Management Negotiation Results Summarized

A summary of results of negotiations concluded August 19 between the Lago Employee Council and management follows. Presented in brief form, it is not a full official account of all points covered, but for readers' information indicates basic factors and general principles that were agreed upon. Changes become effective September 1 unless otherwise noted.

### Reduction of 48-Hour Work Week

A. With earnings maintained, 48-hour rotating shift schedules were reduced to 44.8 hours, and 48-hour day schedules and irregular schedules were reduced to 45 hours.

Through previous agreement with the LEC affecting operator and assistant operator rates, a retroactive adjustment will be made: operators and assistant operators will receive overtime payment for hours worked in excess of 44.8 per week from June 1 to Sept. 1. This will amount to approximately Fls. 262 for operators and Fls. 225 for assistant operators if all scheduled hours were worked.

New hourly rates were established to maintain earnings, inclusive of shift differential, for all employees whose work week was reduced.

B. A 22¢ per hour shift differential was established, payable on the same basis as the previous 13½¢ per hour differential.

Through previous agreement with the LEC affecting shift differential, a retroactive adjustment will be made: employees working shift other than operators and assistant operators will receive the difference between the 13½¢ rate and the 22¢ rate for each hour worked (for which a shift differential was paid) from June 1 to Sept. 1.

C. The following adjustments were made in Mechanical, Colony Service and equivalent hourly rates:

Present Hourly Rate - Day	Adjustment Per Hour	New Hourly Rate - Day Sept. 1, 1956
Fls. 2.72	12¢	Fls. 2.84
2.415	10¢	2.515
2.065	7½¢	2.14
1.87	6¢	1.93
1.74	5¢	1.79
1.625	5¢	1.675
1.48 (or lower)	5¢	1.53 (or proportionately lower)

D. The following adjustments were made in Private Staff Monthly salaries of 45-hour day employees:

Present Monthly Salary	Monthly Adjustment
Up to Fls. 400	Fls. 12
401 - 450	15
451 - 500	20
Over 500	24

E.-F.-G. Rates for daily-paid employees, salaries for 45-hour shift schedule employees and certain non-standard rates for 48-hour day schedule employees will be adjusted.

Reduction of 48-hour work week provides continued employment for approximately 100 employees in the Process Dept. who would otherwise have been subject to layoff if 48-hour schedules were maintained, creates about 50 job openings in various departments through the reduced work week, provides shorter shift hours and an increased differential, improves hourly rates and overtime payments for fixed-wage employees and establishes a basic work week for all Lago employees.

### Benefits

A. The new contract will specify that existing benefit plans will not be eliminated, suspended, or deliberalized during the period of the contract.

B. Management will explore means of providing improved annuities on the basis of employees participating.

C. The company will pay 70 per cent of normal earnings to hospitalized employees instead of the previous 50 per cent, as disability benefits for such benefit periods as are provided under company policy.

### Duration

The contract is a "closed end" type for the 18-months period Sept. 1, 1956 through Feb. 28, 1958, with a provision to discuss wages March 1, 1957. This means that neither party is required to bargain any parts of the contract for 18 months, with the exception of this specific wage discussion.

### Grievances

A number of steps in the previous grievance procedure were eliminated, time limits have been defined for each step, and other improvements were made.

### Discharges

It was agreed that the LEC will be notified in writing at least five days before the effective date of the discharge of a constituent.

### Holidays

A. Holiday pay will be substituted for disability benefits when a holiday occurs during a period of certified disability, and the disability schedule will be extended accordingly.

B. Two-and-a-half times the regular rate will be paid for all hours over eight worked on a holiday.

(Continued on page 2)

## Here's A Good CYI: Win Christmas Cash

One of the biggest things about Christmas generally is the size of the bills. One of the surest ways to have that extra bit of cash to meet them is to have a CYI accepted. And since it takes time to have a CYI processed, this is a good time to submit suggestions in order to have awards by Christmas time.

It doesn't take long, and it's no trouble to jot down ideas on a piece of paper. Every month an article in the Esso News lists CYI winners, so it can be done. CYIs are always welcome.

## Thrift Foundation Anuncia Cambionan Den Fihamento

E Junta Administrativo di Lago Thrift Foundation a anuncia cambionan den reglanan di prestamo siman pasá, projectá pa reduci e sumanan di pago di prestamo cu e participanten ta cometí pa hacci. Segun anuncio di e Junta e cambionan, cu a bira efectivo September 1, a worde haci considerando problemanan di prestamo treći padilanti door di empleadonan den e plan y door di Special Problems Advisory Committee.

E problemanan aki tabata inclui e hecho cu e suma cu empleadonan ta cobra ta worde reduci te cu 22½ por ciento door di pagamento di dos prestamo den un vez; cu solamente un maximo di tres luna di sueldo por worde prestá den un vez sin duna un motibo cu tin di haber cu cumplimento di propiedad, trahamento di cas, of sortonan di emergencia special; y cu un di e intentonan principal di e plan -- furni un fondo pa e tempo cu e participante no por traha mas -- ta worde perdi for di vista. E reglanan nobo lo haci pagamento di prestamo mas facil pa participanten, y na mes tempo lo protega e objetivo di Thrift Plan pa spaarmento pa futuro. Pa hopi empleadonan cu awor tin tanto prestamo regular como prestamo ariba termino largo ta corre, e cambio lo reduci nan deducionnan pa paga prestamo for di 22½ por ciento di nan ganamento te 10 por ciento, y e parti di nan ganamento cu nan ta disponible na placa efectivo lo ta 12½ por ciento mas cu anteriormente.

(Continua na pagina 3)

## Lago Thrift Foundation Makes Loan Changes

### Amount of Loan Repayments Lowered; SPAC Active in Bringing About Changes

The Board of Administration of the Lago Thrift Foundation announced changes in loan regulations last week, designed to reduce the amount of loan repayments that participants are committed to make. According to the Board's announcement, the changes, which became effective Sept. 1, were made after considering loan problems brought up by employees in the plan and by the Special Problems Advisory Committee.

These problems included the fact that take-home pay for many employees was being reduced by as much as 22½ per cent by the repayment of two loans at once; that only a maximum of three months' earnings could be borrowed at one time without a reason having to do with purchase of property, building a house, or special types of emergency; and that one of the plan's principal jobs--providing cash reserves for the time when a participant can no longer work--was being lost sight of. The new regulations will make loan repayments easier for participants, and at the same time will safeguard the Thrift Plan's objective of saving for the future. For many employees now having both regular and long-term loans in effect, the change will lower their thrift loan deductions from 22½ per cent of their earnings to 10 per cent, and the portion of their earnings that they have available in cash will be 12½ per cent more than before.

Only one outstanding loan can be held at a time, repaid at a monthly rate of at least ten per cent of regular earnings. A total amount up to six months' regular earnings may be borrowed without giving any reason; this total would include any unpaid balance on a previous loan. For buying land, for buying, building or repairing a home, or for serious emergencies a total amount (including unpaid balance on a previous loan) up to 12 months' earnings may be borrowed.

A further change is in the time intervals on loans. An amount up to six months' regular earnings can be borrowed no sooner than every six months; an amount over six and up to nine months' earnings at minimum 12-month intervals; and amounts over nine and up to 12 months' earnings at minimum 24-month intervals. In each case the

total that can be borrowed includes the unpaid balance on any loan the participant has outstanding.

Participants now paying off two separate loans will have both automatically made into one loan, reducing their two monthly repayments to one at a minimum ten per cent rate of repayment. All former "regular" loans will be reduced by the amount of unearned interest

(Continued on page 3)

## Farmers Given Time To Plant, Cultivate Crops

Lago Management has agreed again this year to waive the AWOL policy for employees identified by the Aruba government as holding land upon which crops may be grown.

These employees will be allowed a total of four days off the job without pay prior to Jan. 1, 1957. Two of the four days are to be used for the planting of crops and should probably be taken immediately after the first heavy rain.

The remaining two days may be taken four to eight weeks later in order to cultivate the crops.

Because it is important that crops be planted as soon after a heavy rain as possible, employees will not be required to report to their foreman before taking the first two days off. However, permission should be obtained before taking the remaining two days off.

Employees eligible for time off to plant and cultivate crops are those identified by the island government as holding land upon which crops may be grown. Others interested in securing time off for farming must be certified by the government as holding arable land. The government will then notify the company which will put the name of the applicant on its approved list.



THIS IS A PICTURE of the negotiations which led to management-LEC agreement on the new work contract. The discussions lasted seven weeks.

ESAKI TA UN retrato di e negociacionnan cu a resulta den e combieno entre Directiva y LEC pa e contract nobo. E discussionnan a tuma siete siman.

# ARUBA ESSO NEWS

PUBLISHED EVERY OTHER SATURDAY, AT ARUBA, NETHERLANDS ANTILLES, BY LAGO OIL & TRANSPORT CO., LTD.  
Printed by the Aruba Orokkerij N.V., Neth. Ant.



**GOOD NEWS FOR ARUBA** came from this meeting. In it final legal hurdles were cleared for the construction of a new tourist hotel at Palm Beach, and the constitution of the founding company, "Ariven," was signed. Those on hand for the event were, reading from left corner, C. H. Whitfield, president of the Merchants' Association; C. W. J. J. Heufke, notary; Lydia van Romondt, Phillip Mallen from Venezuela, at head of table; I. de Cuba and P. Croes, deputies; J. E. Irausquin, minister of finance, and Lt. Gov. L. C. Kwartsz.

**BON NOTICIA** pa Aruba a bini for di e reunion aki. Aki den e ultimo obstaclonan legal a wile venci pa construccion di un hotel nobo di turista na Palm Beach, y constitucion di e compania fundador, "Ariven" a worde firmá. Esnan presente na e evento tabata, for di robez pa drechi, C. H. Whitfield, presidente di Asociacion di Comercianten; C. W. J. J. Heufke, notario; Lydia van Romondt, Phillip Mallen di Venezuela, na cabez di e mesa; I. de Cuba y P. Croes, deputadonan; J. E. Irausquin, ministro di finaneia, y Gobernador L. C. Kwartsz.

## NEW ARRIVALS

### Three Veteran Lago Employees Retire

**August 2**  
GIEL, Benedicto - Mech.-Storehouse; A daughter  
ROMBLEY, Alexander R. - Mech.-Machinist; A son, James Antonio

#### August 3

THOMAS, Gregorio - Floating Equipment; A daughter, Lydia Mariann  
WEBB, Jacobo - Utilities; A daughter, Ciria America  
EADES, Norris M. - TSD; A son, Brent Mitchell

#### August 4

HASSELL, Alfred R. - Mason; A daughter, Olga Margaret  
DIRKSZ, Dominico G. - Cracking; A daughter, Lourdes Josefin  
WEBB, Francisco - Col. Operations; A daughter, Maria Auciladora  
DANIA, Herman - Machinist; A son, Domingo

#### August 5

LEONCE, Heliodore - Rec. & Ship.; A daughter, Giselle Suzette

#### August 6

BOEKHOUT, Domingo N. - Mech. Garage; A daughter, Rosario Inoveva  
STAMPER, Eusebio M. - Utilities; A son, Humphrey Roland

#### August 7

FELICIANO, Juan G. - Col. Maint.; A daughter, Alberta Myrna  
TROMP, Ricardo C. - LOF; A son, Mario Ernesti

#### August 8

DIJKHOFF, Modesto - Boiler; A daughter, Maria Rosalinda  
GIL, Ramiro - Mech.-Garage; A son, Rudolph  
TROMP, Dominico - Welding; A son, Nelson Harrold

#### August 9

LEE, Tia Kong - Esso Dining Hall; A daughter, Lilian Henrietta  
ARENDS, Adolfo M. - Electrical; A daughter, Clara Maria  
LOUISON, Jane E. - Medical; A daughter, Gayle Denise  
THOMAS, Francisco C. - Lago Police; A son, Ruben Juan

#### August 10

MANJE, Pedro - Pipe; A son, Maduro, Teofilo - C&LE; A daughter, Jolanda Livrada  
LUIDENS, Dominico - Cracking; A daughter, Vinefrida Mercedes  
GERMAN, Bruno - Mech.-Electrical; A daughter, Lorencia

#### August 11

SERAUS, Simon M. - Yard; A son, Edmund Carl Jules  
KUOLMAN, Francisco V. - Acid & Edel.; A son, Juan Francisco  
RITFIELD, Frederick H. - Cracking; A daughter, Jennifer Regina

#### August 12

STEELE, David J. - TSD-EIG; A son, Stephen Joseph

#### August 13

VAN DER BIEZEM, Florentino M. - Cracking; A son, Juan Casino  
KELLY, Bernardo - Utilities; A son, Estrain Inocencio  
VIEIRA, Emanuel S. - Storehouse; A son, Ronald Selvin

#### August 14

BOEKHOUT, Pedro H. - Boiler; A VAN DER KUYP, Hendrik - Rec. & Ship.; A son, Erhard REED, Silvain E. - Electrical; A son, Malcolm Roberto

## Schedule of Paydays

### Semi-Monthly Payroll

Aug. 16 - 31 Saturday, Sept. 8

### Monthly Payroll

Aug. 1 - 31 Monday, Sept. 10

## Owen ta Bai Studia Operacionnan di Seguridad na Europa

Gordon N. Owen, "Mr. Safety" di Lago, a worde selectá pa participa den e estudio di actividadnan di seguridad den refinerianan afiliá y otro operacionnan na Europa. E programa di estudio aki, cual lo necesita ausencia di Sr. Owen for di su puesto como Safety Division Head di Lago pa mas of menos tres y mitad luna, ta designá pa permiti un intercambio mutualmente beneficioso di filosofia, programan y metodonan administrativo involviendo seguridad. Tambe el lo worde piedi pa paga atencion particular pa actividadnan di manufaturacion y seguridad den ventas.

Hunto cu ne lo bai J. E. Jeffries, kende hopi veteranonan na Lago lo recorda como gerente di seguridad aki den e promer dianan di refineria. Awor Sr. Jeffries ta enginiero de seguridad pa operacionnan di ventas di Esso Standard Oil.

Sr. Owen tin intencion di pasa dos of tres siman na New York cu Sr. Jeffries pa discutir partinan specifico di nan programa y pa bishita varios operacionnan di ventas. E fecha probable pa e vuelo di Europa ta Sept. 29.

### Hopi Terranan Bishitá

E promer parada lo ta Inglaterra. Owen lo pasa un siman na Fawley Refinery na Southampton; el lo reporta na London promer cu el bishita planta grandi cu e gerente di operacionnan. For di London el lo bula pa Hamburg Sept. 13, y bolbe bishita plantanan aki, y pasa un dia revisando e programa di seguridad na e refineria di Hamburg. El lo pasa casi un siman na Antwerpen y tres dia na Copenhagen. Den e ciudad aki, y mas despues na Den Haag y Zurich, Sr. Owen lo paga atencion special na problemanan di ventas, y tambe inspecta operacionnan den planta. For di Nov. 11 te Nov. 16, e paar lo ta na Roma, unda trabao di seguridad den refineria lo worde studia. E ultimo parada lo ta Paris.

Esaki lo ta promer viaje di Sr. Owen pa Europa. El a bini Lago pa di promer vez na Augustus 1937, y for di e tempo te 1953 el a trahe henteramente den seguridad. For di e tempo te na principio di anja el a ocupa varios posicionnan den Industrial Relations. Despues el a bolbe pa trabao di seguridad. El lo sali pa New York durante e promer siman di September.

## Tres Veterano Empleado di Lago Ta Retira

Tres empleado, cada un cu mas di 20 anja di servicio cu Lago, a retira recientemente. Nan ta J. P. Hengeveld, levelman, C&LE; Ignacio Croes, painter B, y Wenceslao Kelly, dockman, R&S-Wharves.

Sr. Hengeveld, un Holandes, a worde empleá originalmente como apprentice fireman den still na Mei 1931 y a trahe den e posicion aki, como operator, process foreman, houseman y levelman promer cu el a laga servicio na 1938. Bolbiendo na Lago na 1940 el a trahe den Gas Plant y a subi pa Process Helper A. Na Juli 1943 el a worde promovi pa levelman, e puesto cu el tabata ocupa na tempo di su retiro Aug. 1.

E servicio di Sr. Croes ariba su fecha di retiro (Aug. 1) tabata poco mas di 27 anja. Henter e carera aki a worde pasá den Paint, unda el a trahe como helper, tradesman y Painter B. Pa algun anja, for di Augustus 1936 pa Februari 1942, el a trahe como painter A.

E tercer di e retiradonan ta Wenceslao Kelly kende a acumula 22 anja y nuebe luna di servicio cu Lago promer cu el a retira Sept. 1. Empleá promer como un peon den Metal Trades Boiler & Tin Shop na October 1933. Dos anja despues el a transferi pa loko e tempo tabata yama Marine Wharves como wharfinger. Na 1951 el a worde promovi pa Corporal C, y na October 1952 pa corporal B.

## Results Summarized

(Continued from page 1)

### Hours and Overtime

A. A shift differential will be paid for the entire shift when 50 per cent or more of any regular shift is worked during other than normal day schedule hours.

B. A minimum of four hours pay at time and one-half will be paid for a "call back".

C. When a schedule change for an employee results in changing his scheduled day off, time and one-half will be paid for work performed on the first former day off. (Exceptions to "C" are when the situation occurs at the employee's request or as a result of representation functions.)

D. The company will inform the LEC of any work schedules affecting its constituents.

E. Irregular work schedules will be reviewed by management to determine whether revisions can be made that will minimize inconvenience to employees.

### Ability Rating - Seniority

A joint committee of management and LEC will be established to study and develop a basis for giving recognition to service in job for promotions to occupations covered by the contract.

### Layoff Allowance

For employees on the payroll since Aug. 31, 1948 and who are laid off before attaining 15 years service, layoff allowance will be increased by an amount equal to three per cent of their earnings since Sept. 1, 1948.

### Vacations

Vacation time after 20 years of service has been increased to four weeks per year.

All employees will be allowed to accumulate all or part of their regular and bonus vacations up to a maximum of 13 weeks.

### Wages

A. In fixed rated jobs a service premium of from three to five cents per hour, depending on classification, has been established for accumulated service in grade at intervals of five years, up through fifteen years.

B. It was agreed to change certain specified jobs from fixed rates to the Private Staff Monthly payroll.

C. Minimums were established for increases for merit and promotions for salaried employees. In the case of acting assignments, fixed percentage increases were established. (This change becomes effective Jan. 1, 1957.)

D. Rate increases were agreed to for certain specified jobs.

E. Management will meet with an LEC rate committee at agreed intervals to determine rates and classifications for new or substantially changed jobs during the period of the contract.

### Working Conditions

A. Punching time cards will not be required for tradesman A or equivalent, tugboat personnel and uniformed Lago Police employees after Oct. 1, 1956.

B. Overtime lunch rules will be liberalized.

C. Rules governing issuance of gloves and coveralls will be standardized.

D. All employees will now receive pay during time spent in a first visit for non-industrial sickness or accident to the Employee Medical Center during scheduled working hours.

E. Transportation to and from a job site for Mechanical and Colony Service employees will be provided for a 14-day period instead of for three days, for employees temporarily assigned to work in outlying locations. Clearly defined areas will be established to which transportation will be provided.

F. The policy on time off for death in immediate family occurring away from Aruba has been liberalized.

### Miscellaneous

A. Management agreed to study various possibilities for establishing a scholarship program and to continue discussion of the matter with the Council.

B. The company will expedite a current study on an in-plant feeding service to provide hot food for employees who wish to purchase it, and will review its findings and the possible establishment of such a service when the study is completed.



JOE PROTERRA, a fireball pitcher in bygone days, presents a trophy to Dodger manager James Bryson, signifying that his team is in Aruba what its namesake was to the world last year: champions. The Dodgers finished first in the AA Baseball League this year. Others in the picture are James Gibbs, Herman Figueira, master of ceremonies; and Bob Martin, Lago Sport Park Board Chairman.

**Hopi Topico Discuti**

# Resumen di Provisionnan di Contracto

Un resumen di resultadonan di negociacion conclui Augustus 19 entre Lago Employee Council y directiva ta sigui. Presentá den forma corto, e no ta un relato oficial completo di tur puntonan cubri, pero pa informacion di lectornan ta indica factornan basico y principionan cu a worde combini. Cambionan ta bira efectivo September 1 si lo contrario no ta stipulá.

**Reducion di Simon di 48 Ora**

A. Cu sueldonan mantení, e siman di 48 ora pa trahadornan di warda a keda reduci te 44.8 ora, y e siman di 48 ora den dia y na oranan irregular a worde reduci te 45 ora.

Ariba base di combenio anterior cu LEC afectando tarifa pa operators y assistant operators, un ahustamiento retroactivo lo worde haci: operators y assistant operators lo recibí pago pa overtime pa e oranan trahá en exceso di 44.8 pa siman for di Juni 1 pa September 1. Esaki lo ta mas of menos Fls. 262 pa operators y Fls. 225 pa assistant operators cu a traha tur e oranan di warda.

Tarifanan nobo pa ora a worde estableci pa mantene ganamentonan, inclusivo di abono pa trabao di warda, pa tur empleadonan kende nan siman di trabao a worde reduci.

B. Un abono pa warda di 22¢ pa ora a worde estableci, cual ta pagable ariba mes base cu e anterior abono pa warda di 13½¢ pa ora.

Ariba base di un combenio anterior cu LEC afectando e abono pa warda, un ahustamiento retroactivo lo worde haci: empleadonan otro sino operators y assistant operators cu ta traha warda lo recibí e diferencia entre e 13½¢ y e 22¢ pa cada ora trahá (pa cual un abono pa warda a worde paga) for di Juni 1 pa September 1.

C. E siguiente ahustamentonan a worde haci den tarifanan di Mechanical, Colony Service y equivalente:

Ora - Den Dia	Ahustamiento	Tarifa Nobo pa Ora - Den Dia	September 1, 1956
Fls. 2.72	12¢	Fls. 2.84	
2.415	10¢	2.515	
2.065	7.5¢	2.14	
1.87	6¢	1.93	
1.74	5¢	1.79	
1.625	5¢	1.675	
1.48 (of mas abao)	5¢	1.53 (of proporcionalmente mas abao)	

D. E siguiente ahustamentonan a worde haci den salarionan di Private Staff Monthly di empleadonan cu ta traha 45 ora pa siman den dia:

Salario Actual pa Luna	Ahustamiento pa Luna
Te Fls. 400	Fls. 12
401 - 450	15
451 - 500	20
Mas di 500	24

E.-F.-G. Tarifanan pa empleadonan pagá pa dia, salarionan pa cierto empleadonan cu ta traha wardanan di 45 ora pa siman y cierto tarifanan non-standard pa empleadonan cu ta traha 49 ora pa siman den dia lo worde ahustá.

Reducion di e siman di trabao di 48 ora ta furni empleo continuo pa mas of menos 100 empleado den Process Dept. kende lo mester a worde lay-off si e siman di 48 ora a worde mantení, e ta causa como 50 vacatura den e varios departamentonan door di e siman di trabao reduci, e ta duna oranan mas cortico di warda y un abono mas grandi, mehora tarifanan pa ora y pago pa overtime pa empleadonan cu sueldo fiho y ta establece un siman di trabao basico pa tur empleadonan di Lago.

**Beneficionon**

A. E contract nobo lo specifica cu plannan di beneficio existente lo no worde eliminá, suspendi, of deliberalizá durante periodo di e contract.

B. Directiva lo explora medionan pa duna mejor anuidad ariba base di contribucion di empleadonan.

C. Compania lo paga 70 por ciento di ganamentonan normal na empleadonan hospitalizá en vez di e 50 por ciento anterior, como beneficionan di desabilidad pa tal periodonan manera ta worde stipulá segun poliza di compania.

**Duracion**

E contract ta uno cu "punto cerrá" pa e periodo di 18 luna entre September 1, 1956 te Februari 28, 1958, cu un provision pa discuti sueldonan Maart 1, 1957. Esaki ta nifica cu ningun di dos parti tin mester ta negocia cualquier parti di e contract pa 18 luna, cu excepcion di e specifico negociacion di sueldo.

**Kehonon**

Algun pasonan den e reglanan anterior pa trata keho a worde eliná, e limite di tempo a worde stipulá pa cada paso, y otro mehoraionnan a worde haci.

**Kitamento for di Traboo**

A worde combini cu LEC lo worde notificá por escrito a lo menos cinco dia promer cu e fecha efectivo di kitamento di un constituyente.

**Dionon di Fiesto**

A. Pago pa dia di fiesta lo worde substitui pa beneficionan di desabilidad ora un dia di fiesta ta cai durante e periodo di desabilidad certificá, y e periodo di desabilidad lo worde extendi di acuerdo.

B. Dos y mitar vez e tarifa regular lo worde pagá pa tur oranan trahá en exceso di ocho ariba un dia di fiesta.

**Oranon y Overtime**

A. Un abono pa warda lo worde pagá pa henter e warda ora 50% of mas di cualquier warda regular worde trahá durante oranan otro sino oranan regular di trabao den dia.

B. Un minimo di cuatro ora di pago na tempo y mitar lo worde pagá na un empleado cu worde yamá pa bolbe na trabao.

C. Ora un cambio den warda pa un empleado resulta den cambio di su dia liber, tempo y mitar lo worde pagá pa trabao ariba e promer dia cu el lo tabata liber.

Tempo y mitar ta worde pagá pa tur oranan trahá en exceso di ocho den un periodo di 24 ora, y tal periodo di 24 ora ta cumenza conta na principio di e empleado su warda regular. (Excepcionnan pa "C" ta ora e situacion socede ariba suplica di e empleado of como resultado

di funcionnan di representacion).

D. Compania lo informa LEC tocante cualquier horario di trabao cu a afecta su constituyentan.

E. Horarionan irregular di trabao lo worde revisá door di directiva pa determina si por haci cambionan cu lo reduci na un minimo inconvenencia pa empleadonan.

**Roting po Abilidad - Senioridad**

Un comité conjunto di directiva y LEC lo worde estableci pa studia y desaroya un base pa duna reconocimento pa servicio den trabao pa promoción pa ocupacionnan cubri door di e contract.

**Abono di Loyoff**

Pa empleadonan ariba payroll desde Augustus 31, 1948 y kende haya layoff promer cu nan cumpli 15 anja di servicio, abono pa layoff lo worde aumentá cu un suma igual na tres por ciento di nan ganamento desde September 1, 1948.

**Vocation**

Tempo di vacacion despues di 20 anja di servicio a worde aumentá te cuatro siman pa anja.

Tur empleadonan lo worde permiti pa acumula tur of parti di nan vacacion regular y di bonus te un maximo di 13 siman.

**Sueldo**

A. Den trabaonan cu tarifa fiho un premio pa servicio di tres te cinco cents pa ora, dependiendo ariba clasificacion, a worde estableci pa servicio acumulá den e mes grado segun intervalo di cinco anja, te diez-cinco anja.

B. A keda combini pa cambia cierto trabaonan specificá for di tarifa fiho pa Private Staff Monthly payroll.

C. Minimonan a worde estableci pa aumentonan di merito y promociónnan pa empleadonan pagá pa luna. Den caso di encargonan interino, aumentonan segun porcentaje fiho a worde estableci. (E cambio aki ta bira efectivo Januari, 1957).

D. A worde combini cu cierto cambionan den tarifa pa cierto trabaonan specificá.

E. Directiva lo tene reunion cu un comision di tarifa di LEC segun intervalo combini pa determina tarifa y clasificacionnan pa trabaonan nobo of grandemente cambiá durante periodo di e contract.

**Condicionnon di Troboo**

A. Tradesmen A of equivalente, personal di remolcador y empleadonan uniformá di Lago Police no tin mester di punch time-card despues di October 1, 1956.

B. Reglanan pa comida di overtime ta worde liberalizá.

C. Reglanan gobernando dunamento di handschoen y coverall lo worde standardizá.

D. Tur empleadonan lo recibí pago awor pa tempo di un promer bishita pa maleza of accidente no-industrial na Employee Medical Center durante oranan fiho di trabao.

E. Transportacion pa y for di lugar di trabao pa empleadonan di Mechanical y Colony Service lo worde duná pa un periodo di 14 dia of pa tres dia, pa empleadonan encargá temporariamente pa traha den sitionan leuw. Sitionan claramente definí lo worde estableci pa cual transportacion lo worde duná.

F. E poliza tocante tempo liber pa morto den familia inmediata cu socede fuera di Aruba a worde liberalizá.

**Diversos**

A. Directiva a combini pa studia varios posibilidatnan pa establecer un programa di beca di estudio y pa sigui discusion di e asunto cu Council.

B. Compania lo apresura un estudio actual ariba servicio di alimentacion den planta pa empleadonan cu ta deseja di cumpra cuminda cayente, y lo repasa e resultadonan y e posible establecemente di un tal servicio ora e estudio ta cla.

**Thrift Foundation**

(Continua di pagina 1)

Solamente un prestamo por ta afor na mes tempo, cual ta worde pagá na un razon mensual di a lo menos diez por ciento di ganamento regular. Un suma total te seis luna di ganamento regular por worde prestá sin duna ningun motivo; e total aki ta inclui e balance cu no ta pagá ainda ariba un prestamo anterior. Pa cumpra terreno, pa cumpra, traha of drecha un cas, of pa motibonan emergente serio un suma total (incluyendo e balance cu no ta pagá ainda ariba un prestamo anterior) te 12 luna di ganamento por worde prestá.

Un otro cambio ta den e intervalo di tempo entre prestamo. Un suma te seis luna di sueldo regular por worde prestá no mas liher cu cada seis luna; un suma mas di seis y te nuebe luna di pago na un minimo intervalo di 12 luna; y sumanan mas cu nuebe te 12 luna di ganamento na un minimo di 24 luna intervalo. Den cada caso e total cu por worde prestá ta inclui e balance cu no ta pagá ainda ariba un prestamo cu e participante tin afor.

Participantenan cu awor ta pagando dos prestamo separadamente, automaticamente lo haya tur dos prestamo haci den un solo prestamo, reduciendo nan dos pagonan mensual na un solo pago na un minimo di diez por ciento di nan sueldo. Tur anterior prestamo "regular" lo worde reduci cu e suma di interes no ganá, y interes ariba e so-

**Promotion Announced For John Halfaker**

Named Sept. 1 to the post of marketing assistant was John J. Halfaker, transferred from TSD-Process. He becomes assistant to G. B. Francis who was recently made marketing representative following the transfer of G. E. Ohmer to Havana.

Mr. Halfaker began his Lago service in February, 1953 as junior engineer in TSD-Process, and worked later as engineer C and engineer B.

lo prestamo combiná lo ta tres por ciento pa anja ariba e balance cu no ta pagá.

Un excepcion ariba e reglanan revisá ta worde haci pa empleadonan cu awor ta pagando prestamo y kende podiser a planea pa haci un otro prestamo regular den futuro cercano. Esmán cu tin un balance di prestamo cu no ta pagá ainda cu ta mas grandi cu tres luna di ganamento normal por presta te tres luna di ganamento na efectivo contala cu e total di e prestamo nobo no ta pasa e limite di 12 luna. E excepcion aki pa un solo vez por worde usá qualquier ora promer cu September 1, 1957.

Participantenan cu awor ta pagando dos prestamo separadamente, automaticamente lo haya tur dos prestamo haci den un solo prestamo, reduciendo nan dos pagonan mensual na un solo pago na un minimo di diez por ciento di nan sueldo. Tur anterior prestamo "regular" lo worde reduci cu e suma di interes no ganá, y interes ariba e so-

## Lago Stands Second In NSC Safety Contest

Lago is still running second in the safety contest for oil companies operating more than 250,000 man-hours a month. In first place is the Lion Oil Company of El Dorado, Ark., with a frequency rate of .65, compared to Lago's .73. The same companies finished one-two in the standings for the entire year 1955. The report covers operations through June. Lago's frequency through July was .86.

The first five companies and their frequency rates are Lion Oil Co., .65; Lago Oil & Transport Co., Ltd., .73; Socony Mobil Co., 1.16; Humble Oil Refining, 1.61, and Standard Oil, Chicago, 1.66. The average frequency rate for the 20 companies reporting was 7.69.

## Aruba Residents May Accept Collect Calls

Arrangements have been completed between the Government radio and telegraph service and American Telephone and Telegraph to permit telephone calls to be received here on a collect basis.

The called party in Aruba must indicate before the call is completed that he will accept the charges.

Should the originators of overseas telephone calls, or persons accepting the collect calls, feel that a claim for reduction or cancellation of charges is warranted due to poor connection, or inability to hear or be heard, they should file claim immediately with the Government operator by dialing 1910 or 1911 on the outside exchange.

**Thrift Foundation**

(Continued from page 1)

and interest on the new single combined loan will be three per cent per year on the unpaid balance.

An exception to the revised regulations is being made for employees now paying off loans who may have planned on making another regular loan in the near future. Those having an unpaid loan balance greater than three months' regular earnings at the time of their next loan application may borrow up to three months earnings in cash so long as the total new loan does not exceed the 12 months limit. This once-only exception may be used any time before Sept. 1, 1957.

## Karl Hoglund Ta Retira

Captain Karl Hoglund, bien conocido oficial di poliz na Lago, a retira Augustus 24 y a sali pa Estados Unidos. Tras di dje a keda un servicio di poco mas cu 31 anja.

For di Juli 1924 pa October 1926 el tabata emplead door di Marine Department di Jersey Standard, y despues el a traha pa Pan American Petroleum. El a worde emplead door di Lago na Mei 1930 como chofer di truck, y a subi for di watchman pa assistant chief watchman y a worde promovi pa police captain na Juli 1943.

**Rosindo Henricus**

Rosindo Henricus, welder helper B, a muri September 2. Un graduante di klas di 1950 di LVS, el tabatin casi seis anja di servicio cu Lago. El tabatin 20 anja y a laga atras su mayornan.



THE PARENTS of Mario Croes, Lago Vocational School scholarship winner, were at the airport to bid their son farewell; it was the first time he had ever left them. Mr. Croes is a retired Lago employee.

E MAYORNAN di Mario Croes, ganador di beca di Lago Vocational School, tabata na aeropuerto pa tuma despedida di nan yiu, e promer vez cu el a kita for di nan. Sr. Croes ta un empleado pensioná di Lago.



SCHOLARSHIP Winner Arturo Thijssen says goodbye to his parents and friends. The trip northward was also the first for Arturo. Both his father and brother (left) are Lago employees.

GANADOR di Beca di Estudio Arturo Thijssen ta tuma despedida di su mayornan y amigonan. E viaje norte tabata di promer pa Arturo tamhe. Tanto su tata y ruman (robez) ta empleadonan di Lago.

## Students Sing September Song

And a very familiar tune it is come September-time every year and campus bells peal out melodious tones summoning students back to desks, books, unsympathetic (so it always seems) professors, coke dates and psychology 108. For eight Lago employees it will be a tune with a new twist since these eight young men will be entering schools in the United States.

Six of the eight are entering colleges while two, Arturo Thijssen and Mario Croes, are this year's Allentown High School scholarship students. The two boys accompanied by W. H. Meskill, Lago Vocational School principal, left Aruba Aug. 28. They are scheduled to begin Allentown studies Sept. 4. The usual fanfare accompanied their departure at Princess Beatrix Airport. Parents and friends were on hand to bid the two scholarship students Godspeed.

Leading the Stateside college movement are Marciano Angela and Hendrik Bareno. Both former Lago Vocational School scholarship winners, they are bound for Cornell University, Ithaca, New York, on Teagle Scholarships. Others headed northward to school are Camille Peterson, Indiana Technical College; Raphael Hodge, Howard University; Laurencio Pom, Southeast Missouri State College and Purcy Brunings, Tuskegee Institute.

The exception to all the college activity on this page is the Aruba Technical School graduates. They finished up a Lago instruction program that covered English, arithmetic, industrial, background and health. And upon completion of these courses, they took their places in the refinery.

Y e ta un tono masha familiar asina tempo di September yega tur anja y belnan di school rezona notanan melodiosos yamando studiantenan atroba pa mesa, buki insimpatiko (asina ta parce semper) profesornan, bebimento di coke y psychologia 108. Pa ocho empleado di Lago e lo ta un tono nobo como e ocho hobennan aki lo drenta school na Estados Unidos.

Seis di e ocho ta drenta colegio mientras dos, Arturo Thijssen y Mario Croes, ta e ganadornan di e anja aki di e becanan di estudio pa Allentown High School. E dos hobennan acompanjá pa W. H. Meskill, director di Lago Vocational School, a laga Aruba Aug. 28. Nan ta principia nan estudio na Allentown September 4. E fanfare di costumber a acompanja nan salida for di aeropuerto. Mayornan y amigonan tabata presente pa tuma despedida for di e dos studiantenan.

Na cabez di e movimiento pa colegio ta Marciano Angela y Hendrik Bareno. Tur dos anterior ganadornan di beca di Lago Vocational School, nan ta na camina pa Cornell University, Ithica, New York, cu becanan Teagle. Otronan na camina pa norte ta Camille Peterson, Indiana Technical College; Raphael Hodge, Howard University; Laurencio Pom, Southeast Missouri State College y Purcy Brunings, Tuskegee Institute.

E excepcion ariba tur e actividad di colegio ariba e pagina aki ta e graduantenan di Arubaanse Technische School. Nan a caba un programa di instruccion na Lago cu tabata cubri Ingles, reekmento, desaroyo industrial y salud. Nan a completá e cursonan aki luna pasá.

SIX college-bound students (left) brush up on trigonometry under the guidance of Lago Vocational School Instructor Colin Batson. They also received English instruction from Instructor R. Morrison. Getting briefed on life at Cornell are Marciano Angela and Hendrik Bareno (right). Briefing the Teagle Scholarship students is Patty Pakozdi, a sophomore at the Ithaca school.

SEIS studiante pa colegio (robez) ta repasá trigonometria bao guia di Colin Batson, instructor di Lago Vocational School. Tambe nan a recibi instruccion Ingles for di R. Morrison. Marciano Angela y Hendrik Bareno (banda drechi) ta tende Patty Pakozdi.



THE EIGHTH pair of Allentown scholarship winners, Mario Croes (top) and Arturo Thijssen (bottom), leave Aruba accompanied by W. H. Meskill.

E DI OCHO paar di ganadornan di beca di estudio pa Allentown, Mario Croes (ariba) y Arturo Thijssen (abajo) ta laga Aruba acompanjá pa W. H. Meskill.



## UK Students On the Rise

As a sidelight to the Aruba students leaving for the United States and college, the Association of the Universities of the British Commonwealth reports that students from Colonial and other countries of the commonwealth are increasing in number. A good share of the increase is being made by industrious scholars of the Caribbean.

This year over 430 students from the British West Indies have enrolled in United Kingdom universities and university colleges. These students are all enrolled for full-time study or research. High on the list of countries sending students are Trinidad and Tobago, 147; British Guiana, 83; Jamaica, 105, and Barbados, 35.



GRADUATES of the Aruba Technical School graduate again. This time it's upon completion of a one year Lago course that consisted of English, arithmetic, industrial background and health. Shown addressing the students is Frank M. Scott of the Training Division. Following this graduation the students took over their new positions in the Mechanical, Technical Service and Colony Service Departments.

GRADUANTENAN di Arubaanse Technische School ta gradua atroba. E baha aki ariba completacion di un curso di un anja na Lago cu ta consisti di Ingles, reekmento, desaroyo industrial y salud. Munstrá adresando e grupo ta Frank M. Scott di Training Division. Despues di e graduacion aki e studiantenan a tuma nan posisionnan nobo den Mechanical y Technical Service.

**When a man is close to the bottom**

## Alcoholics Anonymous May Save The Chronic Drinker

When a man has run through the successive stages of alcoholism, one of two things may happen to him. Either he suffers a complete breakdown, or else comes at last to realize that liquor has beaten him, and he needs strong outside help if he is to regain his self-respect and arrest his alcoholic behavior.

Having arrived at the decision to break away from liquor, the drinker can find the help he needs in several places: a family friend, a clergyman, a doctor, Alcoholics Anonymous. Primarily, though, he stands in need of medical help, and next the sympathy and encouragement of AA. In Aruba, both sources of support are available.

Dr. Robert Turfboer, Lago's industrial and mental hygiene physician, has been quite active in counselling and helping alcoholics rehabilitate themselves, and was largely instrumental in organizing the Divi-Divi group, the local chapter of Alcoholics Anonymous. Another actively in the field is Dr. J. P. Braat, Aruba psychiatrist; both men are

also busy in the work of the Aruba Society to Combat Alcoholism.

Ahead of the problem drinker seeking rehabilitation is a long road. Years of prolonged drinking have shattered his health and emotions. Therefore the program must begin with building up physical health. The doctor starts with dosage of multivitamins and vitamin B complex, plus organizing a schedule of proper rest and nourishment.

At the same time, but only when the patient desires it, the doctor may begin administering a drug called Antabuse. Taken regularly over a period of time carefully controlled by the physician, it renders a person so sensitive to liquor that he cannot drink without becoming violently ill. But not even the prolonged use of the drug is the solution to alcoholism. Its prime value is that it provides the alcoholic with a period of sobriety--breathing space--to increase his ability to cope with life, and so eliminate or at least understand the situations which perhaps caused his drinking in the first

place.

The major part of the rehabilitation is association with Alcoholics Anonymous. In Aruba this is a growing, active group. Supporting its work are doctors, lawyers, clergy from all of the principal faiths, and police officials. Men from all walks of life are members; some have returned to a normal way of life, others are working hard at it, still others have just joined the group. From every member to every other member there is a tie of sympathy and understanding, and a feeling of mutual help. During the meetings, for example, members will describe their own alcoholic experiences and how they are fighting to break off their drinking. Sometimes non-alcoholics will address the group.

No one feels ashamed or embarrassed to show up at an AA meeting. Every member in the room knows what the new man is going through. Then and at any time, they offer their mutual support. Part of that support is the personal man-to-man

contact between the old member and the new, especially at those times when the new man wants a drink desperately. At such times, every AA is on call to help the man, to stay with him for hours if necessary until the desire to drink fades; no alcoholic need ever face that temptation alone. Strength and sympathy, the two things an alcoholic most needs, are available in quantity within AA.

The Aruba group, which meets in Lago's Reception Center, is now a

year old. Like every chapter, it is neither for nor against liquor; it is for the alcoholic. Three public meetings in the past year have focussed public attention on the work of the group, and attendance at the closed meetings has shown a gratifying rise. Already about 50 members have stopped drinking.

In the next article in this series, some other aspects of the cost of alcoholism will be examined to show that financial ruin may accompany physical ruin.



THE IDEA BEHIND AA is that one member will help another over the rough spots... the time when he craves a drink.

E IDEAS TRAS di AA ta cu un miembro lo yuda e otro ora nan yega na caminda duro... e ora cu e tin gana di tuma un biler.

homber cu homber entre e miembro bieuw y e nobo, especialmente na e momentonan cu e homber nobo kier bebe desesperadamente. Na tal tempónan, cada AA ta prepará pa yuda e homber, pa keda cu ne oranlano largo si ta necesario te ora e desejo di bebe pasa; ningun alcoholista tin mester di wanta e tentacion na sol. Forza y simpatia, e dos cosnan cu un alcoholista tin mester mas tanto, ta disponible na cantidad cerca AA.

E grupo di Aruba, cual ta tiene reunion di Centro di Repcion di

Lago, ta net un anja bieuw awor. Mescos cu tur seccionnan el no ta na favor ni contra licor; e ta pa di e alcoholista. Tres reunion publico den pasado a dirigi atencion publico arriba traba di e grupo, y atencion di e reunionnan cerá a munstra un progreso gratificante. Como 50 miembro a stop di bebe caba.

Den e siguiente articulo den e serie, algun otro aspecto di e costo di alcoholismo lo worde examiná pa munstra cu ruinacion financiero por acompanja ruinacion physico.

Ora un homber a pasa door di e un di dos cos por socede cu ne. Sea etapanco sucesivo di alcoholismo, el ta sufri un quebra completo, of por ultimo el ta realiza en licor a batiele, y cu el di mester di ayudo fuerte di pafor si el kier bolbe gana respet pa su mes y para su conducta alcoholista.

Ora el a yega na e decision di parti cu bebeda, e bebedor por haya e ayudo cu el tin mester den varios lugar: un amigo, un clero, un doctor, Alcoholics Anonymous. Primeramente, el tin necesidad di ayudo medico, y despues simpatia y animacion di AA. Na Aruba, tur dos fuente di ayudo ta presente.

Dr. Robert Turfboer, medico di hygiena mental y industrial na Lago, ta hopi activo den conseha y yuda alcoholistanan rehabilita nan mes, y pa un gran parti tabata instrumental den organizacion di e grupo di Divi-Divi, e seccion local di Alcoholics Anonymous. Un otro cu ta activo den e terreno ta Dr. J. P. Braat, psychiatrista di Aruba; ambos hom-

ber ta activo tambe den trabao di e Sociedad pa Combatir Alcoholismo.

Dilanti e bebedor viciá buscando rehabilitacion tin un camina largo. Anjanan di bebedimento duro a rebati su salud y emocionnan. Pesey e programa mester cumenza cu fortifica salud phisico. E doctor ta cumenza cu dosaje de multivitamins y vitamin B complex, plus organiza un horario di propio sosiego y alimento.

Na mes tempo, pero solamente ora e paciente ta desea, e doctor por cumenza administra un remedio cu ya-ma Antabuse. Tumá regularmente over di un periodo di tempo controlá cuidadosamente door di e doctor, e ta haci un persona asina sensitivo pa licor cu el no por bebe sin bira terriblemente malo. Pero ni uso prolongado di e droga ta solucion pa alcoholismo. Su valor primero ta cu e ta duna e alcoholista un periodo di sobriedad -- pa aumenta su abilidad pa enfrenta bida, y asina eliminacion a lo menos comprende e situacion cu podiser a causa su bebedimento den promer instancia.

E major parte di e rehabilitacion ta asociacion cu Alcoholics Anonymous. Na Aruba esaki ta un grupo activo cu ta crece. Apoyando su trabajo ta doctornan, abogadonan, clero di tur e gremionan principal, y oficialnan di poliz. Hombernan di tur rangoan di bida ta miembro; algun a bolbe pa un modo normal di bida, otro ta trahando duro den e direccion aki, otronan a caba di join e grupo. Entre cada miembro un cu otro tin un lazo di simpatia y comprendimento, y un sentimento di ayudo mutuo. Durante e reunionnan, por ejemplo, miembronan ta describenan mes experianan alcoholico y comi na tan ta bringando pa vence nan bebedimento. A veces no-alcoholista tambe ta dirigi palabra na e grupo.

Ningun hende mester tin ripara of verguenza pa aparece na un reunion di AA. Cada miembro den e sala sabi door di loke e homber nobo ta pasando. Anto, nan un momento, nan ofrece nan sosten mutuo. Parti di e sosten ta e contacto personal di

homber cu homber entre e miembro

bieuw y e nobo, especialmente na e momentonan cu e homber nobo kier bebe desesperadamente. Na tal tempónan, cada AA ta prepará pa yuda e homber, pa keda cu ne oranlano largo si ta necesario te ora e desejo di bebe pasa; ningun alcoholista tin mester di wanta e tentacion na sol. Forza y simpatia, e dos cosnan cu un alcoholista tin mester mas tanto, ta disponible na cantidad cerca AA.

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## 50 Suggestors Share June's Fls. 2420 Total

Fifty employees shared in the Fls. 2,420 distributed through the Coin Your Ideas plan during June, with a top individual award of Fls. 600 and with one employee netting Fls. 105 from five accepted suggestions.

J. Woods of the Commissaries earned the top award of Fls. 600. J. F. Tromp of Instrument received an initial award of Fls. 150, and C. J. Mauricio of EIG received Fls. 150 as a supplemental award. In the multiple award category C. F. Mapp of Light Oils Finishing, with five separate awards in June, nearly duplicated his feat of the previous month when he had six in one month. In the month, in the June list he had four of Fls. 20 and one giving him Fls. 25.

The full June list follows:

Accounting

H. Geerman Fls. 25

Colony Service

J. Woods Fls. 600

C. S. - Commissaries - Close both commissaries at regular closing time on Saturday preceding a Monday holiday.

G. J. Tjon-A-Tsien Fls. 20

Ind. Rel.

M. Lacle Fls. 35

Mrs. C. Bislip Fls. 30

Mrs. N. Le Grand Fls. 20

Lago Police

F. E. Romney Fls. 35

Mech. Admin.

Miss L. D. Every Fls. 25

H. C. Cornet Fls. 20

R. Lo A Njoe Fls. 75

Mech.-Machine Shop. Fabricate jig as per sketch to hold 90° elbows on boring mill.

J. Hodge Fls. 60

Mech.-Adm. & Strhse. Stock taper shank drills with carbide tips to be used when reaming tubes of regenerator at PCAR.

P.-Cracking. No. 5 C. U. Install removable plate equipped with gasket & socket head cap screws on the stuffing box water jackets of pumps No. 1100 & 1101.

Machinist

J. F. Tromp Fls. 150

Mech.-C&Z. Use sound power telephone hand set to identify thermocouple wires plant wide.

A. F. Crocs Fls. 40

Cleanout

G. de Cuba Fls. 30

Electrical

A. Arends Fls. 40

F. R. Lo-Fo-Sang Fls. 25

Metal Trades

L. Lacle Fls. 25

## Sugereencia ta Trece Fls. 2,420 pa 50

Cincuenta empleado a parti den e Fls. 2,420 reparti door di e plan di Coin Your Ideas durante Junii, cu e premio individual mas halto siendo Fls. 600 y cu un empleado recibiendo un total di Fls. 105 pa cinco idea adoptá.

J. Woods di Comisario a haya e premio mas grandi di Fls. 600. J. F. Tromp di Instrument a recibi un premio inicial di Fls. 150, y O. J. Mauricio di EIG a recibi Fls. 150 como premio suplemental. Den e categoria di premio multiple C. F. Mapp di Light Oils Finishing, cu cinco diferente premio na Junii, casi a duplica su acomplecimiento di e luna anterior ora cu el tabatin seis den un luna. Den luna di Junii el tabatin cuatro di Fls. 20 y un di Fls. 25.

stall a line from discharge of P. O. Pump to 16" AM. Vac. G. O. line after block valve on line to R. & S. M. J. Bunser Fls. 40

A. De Nobriga Fls. 40

R. C. Abendanon Fls. 30

E. Tromp Fls. 30

S. Sologniter Fls. 25

M. de Cuba Fls. 25

R. C. Abendanon Fls. 25

B. T. Hoftijzer Fls. 25

I. Feliciano Fls. 20

Q. Wolter Fls. 20

LOF

F. S. Kelly Fls. 30

J. M. Duzant Fls. 30

R. Wever Fls. 25

H. V. Besseling Fls. 25

F. E. Groeneveldt Fls. 25

R. Anthony Fls. 25

C. F. Mapp Fls. 25

M. Wanopa Fls. 25

C. F. Mapp Fls. 25

A. Kock Fls. 20

P. Ras Fls. 20

F. E. Groeneveldt Fls. 20

Utilities

J. H. C. van Vollevalde Fls. 30

P. D. Lake Fls. 25

I. Campbell Fls. 20

T.S.D.

E.I.G.

O. J. Mauricio Fls. 150

TSD-EIG. New method for pulling remotomike through furnace tubes.

Laboratory

H. A. Lopez Fls. 30

## SERVICE AWARDS

### 20-Year Buttons

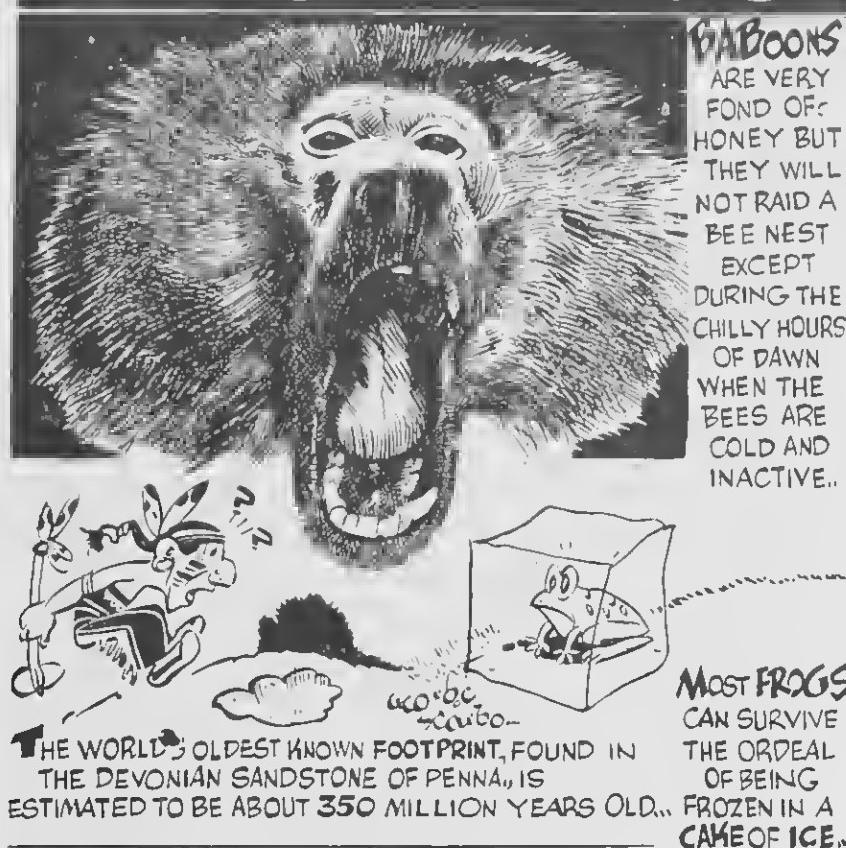
Oswald L. Richardson Harbor Floating Equip.  
Cayelano D. Manuela Medical  
Mrs. Nita E. Paul Medical  
John Emanuel Lake Mech.-Mechanist  
Pablo van der Biezen Mech.-Tin  
Jose F. Wever Mech.-Mechanist  
Evaristo Arends Mech.-Mason & Insulator  
Narciso Kock Mech.-Garage  
Nicasio S. Zara Process-LOF  
Ciriaco Thijssen TSD-Lab 2  
Perucho V. Schotborg TSD-Lab 1  
Mrs. Maria N. Maduro Col. Serv.-Laundry

### 10-Year Buttons

Arnonandi M. de L'Isle Storehouse  
Irving A. Richardson Yard  
Willem C. Cairo Electrical  
Fitzgerald J. Cyril Paint  
Emile Damaze Yard  
Peter Rodriguez Electrical  
Leoncio S. Faro Yard  
Elijah S. Bobb Electrical  
John B. D. Xavier Paint  
Lambert F. Richardson Process-Rec. & Ship.  
Augustin Ras Lab. 1  
Miss Mildred B. Wightwood Col. Serv.  
James E. Kirwin TSD  
Ramon L. Ramirez Col. Operations  
Saly E. Haime Col. Operations  
Diederick Cr. J. Smith Col. Maint.  
Miss Leonie E. Calnes Laundry  
Sixto F. Croes Accounting

## Boys and Girls Page

# ZOO'S WHO



THE WORLD'S OLDEST KNOWN FOOTPRINT, FOUND IN THE DEVONIAN SANDSTONE OF PENNA., IS ESTIMATED TO BE ABOUT 350 MILLION YEARS OLD.



MOST FROGS CAN SURVIVE THE ORDEAL OF BEING FROZEN IN A CAKE OF ICE.

## Poco Animalnan tin Amigonan Masha Stranjo

Animalnan tin vez ta drenta amistad cu otro. Si bo ta corda bo Bijbel, bo por recorda e asociacionnan amistoso di varios animalnan describi den Isaiah. Enscenanau maneira eseynan a socede den casnan, jardina zoologico y laboratorionan científico tur camina di mundo.

Por ejemplo, pushi y djaca -- cu ta considerá como enemigonan natural -- a biba hundo den harmonia, asina National Geographic Society ta bisa. Un club di pushi na New York algun anja pasá ta mnistran pushi pintá comiendo cu un djaca blanco. Na California, un pushi chikito di Siam y un djaca blanco tabata amigo di wega.

Cu ayudo di hende, animalnan di mondi tin vez ta asocia cu bestianan di cas, posiblemente pa corre soledad. Un entrenador Ingles a reporta cu el a pone un cachó di raza Labrador di nuebe luma bieuw den haula di un leon. E leon a hole e caé, lembe su cara, y nan a bira amigo mes ora.

E mes cachó a bai jaag cu un leopardo di 18 luna. E entrenador a purba un otro experimento den relacionnan cu bestia. El a pone e hauanan di leon y di leopard hundo asina cu nan dos por a conoce otro. Ordinariamente leon cu leopardo no ta uni hentermente cu otro, pero e dosnan aki tabata e excepcion; nan a bira asina carinjoso cu nan por a biba den e mes hanla.

Den un jardin zoologico, un rhinoceros nobo capturá a cuminatabata hunga cu un olifante chikito gusta un biná. Un otro rhinoceros y algun cabrito. No mucho tempo pasa un linea aerea Holandes a declara cu olifantenan ta gusta tin galinja en ta canta banda di dje pa calma nan ora nan ta den aire.

Algun vez un atakador ta spaar su victima, y despues tur dos ta bira amigo. Den e jardin zoologico un hermelijn a come tur djaca bruin excepto un, su amigo; un otro jardin zoologico tabatin colebra cu ta come raton -- tur excepto un. Den un museo di Michigan un wezel a nenga di come su cuminda, un raton blanco, y mas despues e dosnan a come hundo.

Den mondi, segun otro autoridadnan, tin ainda mas sociamiento. Antilopan en cacheo skerpi ta come yerba hundo cu bestianan manso, zebanan ta join cabainan manso; yaks, antilop y cabai ta socia; bufalo ta mezcla en olifante; y algun vez aveztrus ta worde hayá hundo cu babon.

Mas cu un jardin zoologico a yega di usa cachó pa cria leon chikito. Na Australia un cachó bieuw di warda carner a cria un leon chikito. Ora e leon a crece, e cachó tabatin asina un influencia ariba dje cu nan mester a worde separá. Bishitanan tabata keha cu e cachó tabata menaza e leon!

## Western Woman Made Lonely, Brave Ride

One of the most amazing and courageous rides in western history was made by a young woman named Mary Jane Luster who, captured by Indians, rode five hundred miles alone through hostile territory to gain her freedom.

In the spring of 1867 Comanche Indians raided the home of a settler on the Colorado River in Texas. When the attack came the men of the family were away, and the mother was holding her baby and talking to Mary Jane, a widow. Two children were playing in the yard.

During the attack the mother and baby were killed and Mary Jane and the two children were carried away as prisoners. For several days and nights the band traveled as fast as their horses could carry them, stopping only a few minutes at a time to let their horses snatch mouthfuls of grass. When the Indians decided that pursuit could not catch up with them and stopped to sleep, the captives were completely exhausted.

But Mary Jane had been thinking and planning. She realized that she could not take the children with her if she escaped, so she had to leave



them with the Indians, resolving to rescue them later. Fighting to stay awake that night, she waited until the Indians slept. Then she caught the fastest pony in the camp and edged him away. For 36 hours she rode the horse as fast as he could travel. The second night wolves followed her, snapping at the horse's

heels. At daybreak the wolves left, but the exhausted horse could no longer walk. Mary Jane fastened one end of a leather thong around her waist and the other around the horse's neck, and dropped on the ground to sleep.

After a few hours she was roused by the sound of voices. She opened her eyes and her heart sank; all around her stood Kiowa Indians. She was a captive once more.

But she was a hardy, stubborn soul, and she planned to escape again. One day a raiding party came back with green corn that they could only have gotten from a white settlement. Since the party was gone six days, Mary Jane knew there were friends within a three days' ride.

Then one night she got away again, crossing a flooded river to make good her escape. And this time she was successful: she met a wagon train, and later arrived in Council Grove, Kansas. From there, after much effort, she was able to fulfil her promise to ransom the two children with whom she had been captured.

## Animals Make Strange Friends

Animals sometimes strike up friendships with each other. If you remember your Bible, you can recall the friendly associations of different animals described in Isaiah. Scenes similar to these have occurred in homes, zoos and scientific laboratories all over the world.

For example, cats and rats--thought of as natural enemies--have lived together in harmony, says the National Geographic Society. A Cat Club show in New York a few years ago featured a tabby cat eating with a white rat. In California, a Siamese kitten and a white rat were playmates.

With the aid of man, wild animals at times befriend domesticated creatures, possibly to dispel loneliness. A British trainer reported that he placed a nine month old Labrador dog in a lion's cage. The lion sniffed the dog, licked its face, and they became fast friends.

The same dog hunted with an 18 month old leopard. The trainer tried another experiment in animal relations. He placed the lion and leopard cages together so that the two big cats would get acquainted. Ordinarily lions and leopards do not get along at all, but these two were the exception; they became so friendly that they shared a cage.

At one zoo, a newly captured rhinoceros took a liking to a young white-bearded gnu. Another rhino played about with a small elephant and some goats. Not long ago a Dutch airline disclosed that elephants like to have cackling fowls along to sooth them while they are airborne.

Sometimes a predator spares its prey, and later both become com-

## BASEBALL BENCH?

1) You remember that the Dodgers finished first last year. But can you recall the order in which the other teams finished?

2) Which baseball manager, past and present, won the most pennants in the major leagues?

3) Which player appeared in the most World Series games?

### Answers

1) It was Brooklyn, followed by Milwaukee, New York, Philadelphia, Cincinnati, Chicago, St. Louis and Pittsburgh.

2) If you guessed Casey Stengel, you guessed wrong. It was John McGraw who, between 1904 and 1924, won 10 pennants with the New York Giants. Joe McCarthy, Connie Mack and Miller Huggins all won rat.

3) Phil Rizzuto, who has played in 52 World Series games, including last year's.

patible. In a Swiss zoo a stoat ate all brown rats but one, its friend; another zoo had some snakes which ate mice--all except one. In a Michigan museum a weasel refused to eat his meal, a white mouse, and the two later ate together.

In the open, according to other authorities, there is even more socializing. Prong-horned antelopes graze with tame cattle, wild zebras join domesticated horses; yaks, antelopes and horses mingle; wild buffalo mix with elephants, and sometimes ostriches are found with baboons.

## Mary Luster a Haci Un Viale Solitario

Un di e coridana mas sorprendente y valente den historia occidental a worde haci door di un muher hoben cu yama Mary Jane Luster ken-de, capturá pa Indiannan, a corre ciaco cien milla su sol door di territorio di enemigo pa gana su libertad.

Na principio di 1867 Indianan Comanche a ataka cas di un settler canto di Rio Colorado na Texas. Ora e atake a bini e homibernan di cas tabata afor, y e mama tabata temiendo su yiu chikito y papiando cu Mary Jane, un viuda. Dos mucha chikito tabata hunga den curá.

Durante e atake e mama y su yiu a worde matá y Mary Jane y e dos muchanan a worde hibá como prisionero. Varios dia largo e banda tabata viaja asina rapido cu nan cabai por a hiba nan, parando solamente algun minuut cada vez pa laga nan cabai come un boea di yerba. Ora e Indianan a decidi cu persigucion no por alcanza nan mas y a para pa drumi, e prisioneronan tabata completamente molestia.

Pero Mary Jane tabata pensa y planea. El tabata realiza cu el no por hiba e muchanan cu ne si el salba, pesey el mester a luga nan cerca e Indianan, y purba salba nan despues. Bringando pa keda amitá e dia anoché, ela warda te ora e Indianan a bai sonjo. E ora el a busca e cabai mas rapido den e campamento y a laga sali. 36 ora largo el a corre e cabai con duro cu e por a bai. E segunda anoché lobonan a sigui'e pegá cu pata di e cabai. Ora di dia a habri e lobonan a kita, pero e cabai cansá no por a camna mas Mary Jane a mara un punto di un faha di ciero rond di su centura y e otro rond di nek di e cabai, y a car na suelo pa drumi.

Despues di algun ora zonido di stem a lamitele. El a habri su wovo y su corazon a hera para; tur rond di dje tabatin Indianan Kiowa. El tabata prisionero atrohe.

Pero el tabata un hende cabez duro y brio y ya el tabata planea pa scapa atrohe. Un dia un banda cu a haci atake a bolbe cu maishi berde cu nan por a haya solamente for di un campamento di blanco. Como e banda a keda seis dia afor, Mary Jane tabata sabi cu tabatin amigo blanco na tres dia di cardea.

Un dia anoché el a bolbe huy, cruzando un rio yen pa completa su libertad. Y e biahia aki el tabatin exito; el a topa un trein y despues a yega Council Grove, Kansas. For di aya, despues di hopi esfuerzo, el por a cumpli su promesa y cumpla e dos muchanan cu a worde capturá hundo cu ne.

Try This . . .

